

WHERE PATIENTS COME FIRST



The
**Best
Care**

The
**Best
Careers**



**Department of
Veterans Affairs**
An Equal Opportunity Employer 

Physician Opportunities at VA
VA — The career you want, the future you deserve

The Best Care

VA is committed to providing our Nation's Veterans with The Best Care. Proof of our commitment is in the results we have achieved:

- Our patient satisfaction scores have led the health care industry for six consecutive years.
- Our quality scores exceed the national average, according to three different quality assessment organizations.

- Our Computerized Patient Record System (CPRS), one of the best in the Nation, has earned Harvard's prestigious "Innovations in American Government Award."

Today, our employees are proud to work for the largest, most technologically advanced integrated health care system in the country. VA operates more than 1,400 medical facilities throughout all 50 states, the District of Columbia, and U.S. Territories.

VA physicians not only encounter brave and courageous patients, but also some of the most medically complex and acute conditions. Veterans depend on them for The Best Care.



Photograph by April Eilers

The Best Careers

With more than 14,000 physicians, VA is one of the largest employers of doctors in the U.S.

The demands today on physicians are great. At VA, we seek to foster a work environment for our physicians that is rewarding both professionally and personally. They practice the kind of medicine that attracted them to the profession in the first place. Thanks in part to our CPRS, telehealth initiatives, and other medical technologies, our physicians spend more clinical time caring for patients. That's because patient care is not a business decision at VA. Our patients aren't just patients. They're American heroes.

VA physicians are also encouraged to take advantage of the many research and education opportunities available

to them. Choose a career as a VA physician and be rewarded by the essential role you'll play in helping VA keep the promise to those who served.



Photograph by April Eilers

Did You Know That VA:



- Has played a key role in developing the cardiac pacemaker, the nicotine patch, the CT scan, radioimmunoassay, the Seattle Foot, and other advancements in artificial limb technology
- Ensures that the right medicine is administered to the right patient at the right time with its Bar Code Medication Administration system
- Uses electronic information and communication technologies to provide access to care for Veterans living in remote areas



The Best Opportunities

Practice Options

VA promotes a collaborative atmosphere where physicians work with a dedicated team of health care professionals – physician assistants, nurse practitioners, nurses, pharmacists, all levels of therapists, and many others – to deliver the highest quality of care to our Veterans. As one of the largest health care systems in the Nation, VA offers physicians a broad range of practice options, including primary care and virtually all medical specialties and subspecialties.

For physicians with an interest in an administrative career track, there are numerous options within VA, including service chief, chief of staff, medical center director, regional chief medical officer, regional director, and VA Central Office program executive.

Practice Locations

VA offers a wide range of practice locations, from big cities to small rural towns and everywhere in between. With 40 percent of all VA patients living in rural communities, we are deeply committed to hiring physicians interested in the benefits of a rural practice. These include top flight facilities, lower housing and living costs, higher net income, elevated community status, slower pace of life, and more.

Training

VA manages the largest medical education and health professionals training program in the world through its affiliations with 107 of the Nation's 126 medical schools. Through our many academic alliances, VA is acknowledged as a mentor within the medical community. In fact, more than half of all practicing physicians in the U.S. acquired a portion of their medical education in VA's health care system.

VA physicians have the opportunity to train medical students and residents during their clinical rotations, as well as develop continuing medical education courses and pursue faculty appointments in conjunction with these learning institutions.

Clinical Research

For physicians who are interested in clinical research, VA offers a proud research history and encourages physicians to pursue this critical aspect of their profession. VA provides access to state-of-the-art equipment and facilities for basic and clinical research.

"VA has provided me with an environment where I can develop to the full extent my capabilities as a physician, a teacher, a researcher, and a leader. The opportunity to participate in hospital committees allows me to have my voice heard as far as improving patient care and makes me feel like an active part of shaping the future direction of this hospital."

— Jose L. Lezama, M.D.
Chief of Medicine



Quality-of-Life Benefits

VA knows that the first step to providing superior patient care to our Nation's Veterans is self care. The quality of life physicians experience at VA simply cannot be found anywhere else. With predictable hours and conditions, VA physicians work in an environment that allows them the time to thrive professionally and personally.

In return for their commitment to providing Veterans with The Best Care possible, VA physicians earn competitive salaries and an extensive work/life benefits and incentives package.

Salary

Starting salaries are recommended by a Physician Compensation Panel based on professional education, training, and experience.

In addition to base pay, physicians receive "Market Pay," which is commensurate with specialty and experience, and is designed to be competitive with the local physician labor market. They also receive performance pay, which is dependent on one's performance and roles.

Liability Protection

VA physicians are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration. There is no fee, and tail coverage is included.

Leave and Holidays

VA physicians earn 26 days of paid annual (vacation/personal) leave each year and may accumulate up to 86 days. Physicians earn 13 days of sick leave each year with no limit on accumulation. There are 10 paid annual Federal holidays.

Mobility

VA health care facilities are located in all 50 states, the District of Columbia, and U.S. Territories. Only one active medical license is needed to practice in any VA facility.

Retirement

VA physicians are covered by the Federal Employees' Retirement System (FERS), which is a three-tiered retirement plan composed of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (similar to 401(k) savings plans). The Federal Government also provides a basic contribution and matching, depending on the employee contribution amount.

Health, Life, and Long-Term Care Insurance

VA offers a variety of group health plans, as well as term life insurance, with costs partially paid by the Federal Government.



VA – The career you want, the future you deserve

1-800-949-0002

www.VAcareers.va.gov

VA is revolutionizing health care every day.
Be a part of this groundbreaking team. Join VA.

VA hiring decisions are made locally. You can search for open positions by visiting **www.VAcareers.va.gov**. Each job posting offers specific How to Apply instructions.

To learn more about local hiring procedures or how to apply, contact the Human Resources Management Office at the VA health care facility where you desire employment consideration.

Additional information can also be obtained by calling 1-800-949-0002 or writing to:

Department of Veterans Affairs
Physician Placement Service
1555 Poydras Street, Suite 1971
New Orleans, LA 70112



Hiring Veterans and non-Veterans

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